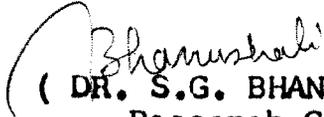


C E R T I F I C A T E

This is to certify that Shri. Ravindra Koustubha Diwakar has successfully completed his dissertation entitled " A STUDY OF MANPOWER PLANNING IN HINDUSTAN LATEX LTD., KANAGALA, DIST- BELGAUM ", for the degree of Master of Philosophy in Commerce of Shivaji University, Kolhapur and that this is the result of the original research work carried out by Shri. R.K. Diwakar under my supervision and guidance. I thus recommend that the dissertation be forwarded to the University for evaluation.

Place: Kolhapur.

Date : 26-6-1994

  
( DR. S.G. BHANUSHALI )  
Research Guide.